



EVOLVE WOMEN'S DEVELOPMENT PROGRAM

personal and professional



Evolve Women's Development Program is a community of diverse women joining together to gain instrumental support in understand their values, taking ownership of their life and understand the barriers holding them back to gain more control and confidence. Living a more fulfilling life.

ABOUT THE PROGRAM

Evolve is a self-development program designed by women for women in non-management roles. For women wanting to understand themselves, what motivates them, how to move forward and take ownership of their wholistic lives. This program enables women to give more and receive more, both personally and professionally.

Covering key topics identified as important areas for improvement amongst women such as networking, understanding their values, enhancing strengths, working with change, emotional intelligence, goal setting , effective communication whilst forming their personal brand.

RESULTS FROM PAST PROGRAMS

"Deb was amazing! She made me feel so welcome and supported me throughout my development journey! Loved every moment of the program" Emma-Lee Vella, Penrith City Council

*"Thanks for being professional
and personable. It was
a perfect mix of fun, deep
and serious.
A wonderful Community."*

Alysha

NSW Office of Environment and Heritage

*"I like that it was just women
who were in a similar place in life,
so I could be open
and honest at all times."*

Sylvia

The Reserve Bank of Australia

Program Structure



2024 SCHEDULE

ALL APPLICANTS WILL HAVE THE CAPACITY TO COMMIT AND ATTEND THE FACILITATED SESSIONS, ATTEND COACHING SUPPORT GROUPS, AND EXPLORE MORE OF THE WORKBOOK FOR DEEPER LEARNING FOR THE DURATION OF THE PROGRAM.

9am - 4pm TBC	Workshop One Introduction, Values, Life Mapping & Networking	Face to Face	
9.30am - 12noon TBC	Workshop Two Strengths and Limiting Beliefs	Virtual	
9am - 4pm TBC	Workshop Three Emotional Intelligence and Assertiveness	Face to Face	
9.30am - 12noon TBC	Workshop Four Communication Skills	Virtual	
9am - 4pm TBC	Workshop Five Personal Branding, Positive Promotion	Face to Face	
10am - 12noon TBC	Workshop Six Insights for Future Progress	Virtual	



In addition, over the series we welcome three Guest Speakers to join our women and share their triumphs and challenges. Our face to face workshops are fully catered for, virtual series will be through zoom. An extensive self-development workbook is provided, coaching support groups managed, additional support and learning frameworks.

THE EVOLVE FORMAT

The program is composed of three full day face to face workshops, and three virtual workshops over a six-month period.

Program is delivered by Deb Elliott an experienced facilitator. An extensive workbook is tailored for the program and beyond. We welcome along inspiring guest speakers for all of our live workshops and create the opportunity for peer review and networking.

The program encourages an Evolve community, encouraging women to engage together in supportive coaching groups for the duration of the program, resources and support to provide long term connection which helps solidify the learnings of the program and future development.

HELPING WOMEN

- Greater self-awareness and empowering self-talk
- Speaking up in meetings and sharing ideas and opinions
- Applying for promotions
- Improved listening skills
- Seeking out feedback for growth
- Working with challenging situations and conflict
- Adapting to organisational restructures and work return
- Taking ownership of their career path
- Overall more confidence, leading to a more fulfilling life.

HELPING ORGANISATIONS

- Increased staff engagement and commitment, more invested in their own development
- Improved staff retention, feeling supported
- Improved productivity, realising their potential
- Improved gender equity, women will be proactive in their career development
- A positive workplace culture that demonstrates investment in staff in both their professional and personal lives
- Industry connections and building communities of women with connectedness for future insights and growth

PACKAGED FOR *growth*

- 6-month program lead by experienced facilitators
- In person workshops - 4 live full-day sessions | 2 virtual 2.5 hour sessions
- Top 5 Gallup CliftonStrength's Assessment
- Access to the "Evolve Community Hub" with monthly resources and inspiration for continued growth
- Intrinsic and group collaboration towards growth and development
- Blended learning and delivery styles to ensure an inclusive learning environment
- Extensive 200 page workbook with strategies & insights for personal and professional growth
- Three Inspiring Guest Speakers, from within industry.
- Networking with likeminded women, building communities
- Inclusive, interactive and fun facilitation designed for diverse women
- Access and support from Deb Elliott throughout the series and beyond
- Access to continue the journey with our Evolve Alumni Facebook Community
- Manager support gained, with video overview of program and framework.

WHO SHOULD ATTEND

Women in non-management roles seeking:

- Increased confidence, motivation & engagement in their current role
- Help with goal setting
- Experience with networking
- Speaking up more towards contribution
- Adjustment to organisational change
- Opportunities for new roles
- Preparation for management roles
- Assistance with returning to work after leave

Women walk away with a lifetime of strategies that can be used in all facets of their lives. Organisation's will see change from the first workshop through to the next twelve months and beyond.

Fostering confidence from within will assist women in realising their potential, enabling them to seek out and create opportunities to further develop, strengthen and achieve the next stages in both their professional and personal lives. At each stage we see more women focusing on their unique and individual goals and in return more empowered to seek out higher roles within the organisation or more engaged in their current role.

TARGET AUDIENCE

Evolve is a behavioural change program for women in non-management. Blended learning styles, bringing together communities of diverse groups of women from 18 - 65 years old from all backgrounds, cultures, beliefs, education, relationship status, and ages. Women join to learn, gain strength and grow from building lasting relationships, networking together to broaden their view and have greater levels of empathy.

Evolve WDP is ideal for someone's first self-development program they would embark on. Learning to lead themselves, before leading others.

Embracing an opportunity to learn in an inclusive environment from a diverse range of women in one space, different generations, upbringings, a varied range of experience to the forum. These women open their minds to discover and gain incremental growth whilst building their networks and enriching their relationships within the community.

There is open scope for who can attend, women from talent management pools, returning from maternity leave, energy before retirement. Perhaps you see potential in someone and want to instill confidence within them. Organisation's going through restructures, engaging women to take on new opportunities and working with change. From women starting out in their career, wanting to get serious with their career or feeling a little disconnected in life – all stages.

The Evolve WDP fits into Diversity and Inclusion Agenda's across the globe.

At Evolve WDP we look at all areas of their lives which brings a more motivated employee to navigate themselves and their future. Allowing the space for them to ponder the possibilities they have potential too and creating confidence along the way to realise they are capable of so much more.

Due to the content on the Evolve WDP, this program works best as a self-nominated registration process. Welcoming women to reflect and commit to the six-month program before they start and have clear expectations of their individual objectives before they join. Attendees will plan their own agenda, everyone will walk away with something different depending on what stage they are at in their lives.





“ Investing in your employees will be one of the instrumental steps they need to build their confidence and take ownership of their career. ”

WORKSHOP *One* 

Getting Started and Motivation

Introduction
Developing trust
Networking
Accessing potential
Life mapping Values
Goal Setting - Wheel of life
Coaching Support Group Planning
Guest Speaker

WORKSHOP *Two* 

Positive Self-Talk

Meditation
Gallup Strengths
Limiting Beliefs - ACT

WORKSHOP *Three* 

Emotional Intelligence and Assertiveness

Reflection
Reactive vs Responsive
Self-Awareness & Self-Regulation
Goal Setting
Assertiveness agenda
Active Listening
Guest Speaker

WORKSHOP *Four* 

Speaking up and Contribution

Verbal and non-verbal communication
Key steps in speaking up and being heard
Practice Session

WORKSHOP *Five* 

Career Progression

Review progress and success
Future Development
Personal Branding
Positioning for career growth
Positive Promotion
Goal Setting - The Funnel
Guest Speaker

WORKSHOP *Six* 

Future Progress

Reflection
Revisit key concepts
Celebration

*We invite three
inspiring women to join us
as guest speakers
sharing their personal story.*



OUTCOMES FROM PAST EVOLVE PROGRAMS

99%



HAVE REACHED THEIR LEARNING OBJECTIVES

94%



ARE FEELING MORE CONFIDENT WITH THEIR PERSONAL DEVELOPMENT NEEDS

89%



CAN IDENTIFY AND UNDERSTAND THEIR OWN VALUES

88%



FEEL MORE CONFIDENT IDENTIFYING AND SETTING GOALS

87%



UNDERSTAND HOW THEY PRESENT THEIR PERSONAL BRAND

86%



ARE MORE CONFIDENT WITH THEIR PROFESSIONAL RELATIONSHIPS

85%



ARE MORE ASSERTIVE AND EFFECTIVE IN THEIR COMMUNICATION

ABOUT THE TRAINER

100%

Deb acted in a professional way, displayed passion and commitment, encouraged participation and interaction, brought knowledge and experience to the program

97%

Deb stretched or challenged you to achieve your objectives and acted as a role model

RESULTS
FROM OVER
1000 WOMEN

INNOVATIVE PROGRAM STRUCTURE

Action Packed workshops

Interactive delivery, which incorporates presenting content, break out group sessions, individual exercises, open forums and practice sessions. This program works best as a self-nominated registration process.

Extensive Workbook

Comprehensive 200 page workbook consisting of self-development exercises, examples and statistics to self-navigate throughout the workshops and between sessions for ongoing future development. Additional time between workshops is recommended for maximum benefit.

Inspiring Role Models

We welcome three diverse guest speakers over the series to share their personal and professional story, with Q & A and informal networking to follow. Speakers from within and external to their industry who will inspire, sharing their challenges and triumphs.

Evolve Community Hub

Participants have access to a group collaborative forum during the program and 12 months following as part of the knowledge sharing in the Evolve Community. Participants can contribute to the shared learning and enjoy valuable resources to open their minds to growth.

Coaching Support Groups

Delegates will be matched to coaching support groups to connect every 4 weeks for one hour in addition to our live workshops. This will provide support and encouragement between workshops, working through development, fostering an open mindset and gaining growth towards their goals set during the program.

Managers Support

We encourage managers to be part of the experience by holding 30 minute sessions with the women attending at 4 stages of the program to ensure they are noticing change, give feedback and support their staff through the behavioural change program. Framework from Evolve to all managers.

WHAT WOMEN SAY ABOUT *evolve programs*

“ I am a more effective communicator and I have a more positive mindset, this program has reignited my passion for my career. Deb is extremely engaging and my mind never wandered off during the program. She is such an inspiration and has a natural ability to connect to people.

Natalie, Penrith City Council, 2023

“ By voicing my career aspirations I have been given a temporary assignment in the role I identified as my next step in achieving my career goal. I am a more confident and assertive employee who is more empowered to step up and try new and challenging opportunities.

Jalena, Office of Environment and Climate Change 2023

“ Discussing issues with the other participants and getting ideas on how to approach things you may be dealing with or getting tips on what has worked for them particularly via my coaching group was really beneficial. Learning new tools to help you further develop your career or even apply them in your personal life.

Susan, Australian Prudential Regulatory Authority 2022

“ I am a stronger employee who can have confidence to achieve more. I can share my knowledge with my team. Each of the guest speakers were inspiring in different ways and I had a take away from each one of them. Deb knows the subject matter very well. She is inspirational & delivered the content in a fun matter.

Melinda, Sutherland Shire Council 2023

“ Improved my confidence in my unique brand. I'm ready to take on new challenges and more confident to take on leadership opportunities. Deb was excellent at communicating to the group. Super engaging, never a dull moment.

Jasmine, ARC Inland Rail 2023



ABOUT *deb elliot*

CEO + Founder of Evolve Women's Development Academy

Deb is the Founder of Evolve Women's Development Academy, a leading training and development business focused on women's development.

Deb is highly regarded as an experienced and engaging facilitator who is passionate in helping women achieve their full potential in their professional and personal lives. Her programs are known for her fun and interactive style while ensuring participants feel safe and supported. Deb ensures that each participant enjoys individual support with their development plan and goals and she thrives on seeing how they move forward throughout the program.

Deb has been designing, developing and delivering programs since 2004 across Finance, Banking, Insurance and Government Sectors in both London and Sydney, delivering to an average of 250 participants annually.

In 2020, Deb was the first facilitator globally to develop and deliver a completely virtual Springboard Women's Development Program experience to meet the changing landscape during the pandemic. As a result of this successful program, virtual programs have become another format offered for organisations.

Deb has been an accredited facilitator for the UK Springboard Women's Development Program since 2013, a qualified Gallup Strengths Coach, Mindfulness Coach, NLP Coach and she holds a Cert Four in Training and Development. Most recently Evolve was selected as a finalist for both the Australian Women's Small Business Champion Awards 2023 & NSW Business 2023 Awards.

Deb personally facilitates a variety of Women's Development Programs in Australia and is committed to helping organisations unlock greater potential within their employees.



“ Deb is extremely engaging and brings great energy and positivity to everything she does. The group activities were very well set up and Deb ensured high levels of participation.

“ Deb strikes a great balance of respect, understanding and encouragement. I'm usually a classic cynic in these types of courses, but I have thoroughly enjoyed + gotten a lot out of the course.

“ Deb was the perfect balance between opening the floor for open discussions and sharing her own life experiences. Deb created a safe space and did an excellent job of drawing out the 'real' message when we have difficulty conveying the message clearly.

For any further questions or information please feel free to reach out.
We pride ourselves on giving you a full comprehensive guide on the program before you decide
if it's the right investment for developing women of your organisation.

“ My mission in life is not merely to survive, but to thrive:
and to do so with some passion, some compassion, some
humour and some style. ”

-maya angelou

Ready to empower and uplift the women in your
organisation through mentorship?

Let's team up to create a resilient workforce
that not only excels professionally but thrives
personally, enabling them to bring their best
selves to every aspect of life.

Contact us here:

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Or come join our socials:



**BUSINESS
NSW**
2023 SYDNEY METRO
SMALL BUSINESS AWARDS

finalist

